

AMENDMENTS TO THE CLAIMS

1-4. (Cancelled)

5. (New) A computer-readable recording medium on which an allowance calculation program is stored, said allowance calculation program being processed with a personal computer having the computer-readable medium and causing the personal computer to obtain a reflection of a personal valuation result on a calculation of an allowance including at least one of a wage based on job valuation, a bonus and an annual salary, said allowance calculation program causing the personal computer to perform operations comprising:

obtaining a product of a total valuation mark of each valuate, the total valuation mark of each valuate being a product of a personal valuation and a seniority-related value pertaining to at least one of an age and continuous service years of each valuate;

calculating a tentative allowance based on a sole pertinent term personal valuatee by multiplying the product obtained in said obtaining by an allowance calculation obtained by dividing a total allowance for each predetermined personal valuation subject group by a sum of overall valuation marks;

calculating a change in pertinent term allowance by multiplying a difference between the tentative allowance calculated in said calculating of the tentative allowance and a past allowance by a ratio between the past total allowance and the pertinent term total allowance; and

calculating the allowance for each valuatee by adding the pertinent term allowance change to the past total allowance.